

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

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Does Reported Discrimination in the Military Impact Organizational Factors Differently for Gender, Race, and Rank?

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ABSTRACT

Discrimination has been with us since the beginning of time and still plagues our nation today. This project investigated the impact reported discrimination has on views of organizational factors in the military as a function of gender, race, and rank. Not surprisingly, it was found that discrimination does affect views of organizational factors in the military. Results supported the hypothesis that people belonging to groups that have historically been discriminated against (e.g., women and minorities) are impacted less than those of people belonging to groups that have not historically been discriminated against (e.g., white men). A model of the process of discrimination is proposed and discussed in light of the findings.

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